



June 2014



# Dulles SHRM - Your Chapter of Choice

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- **Understand.** We work to understand you, your business, your clients, your risks and your needs.
- **Service.** We deliver to you an unparalleled local service experience with a team of professionals that will be there when you need help, we will do what we say, and we will go the extra mile.
- **Innovate.** We will present and deliver to you an incomparable breadth and depth of impact solutions so you will always be on the cutting edge of answers and alternatives to meet your needs today and positioned for the future.



## President's Message

By Mary H. Roome-Godbolt, PHR



Change is a constant in our lives!! As HR Professionals, we probably see more change than the average person. And now, we are about to see change regarding our professional certification. As many of you are aware, SHRM recently announced a new competency-based certification program.

Hank Jackson, President and CEO of SHRM, just sent out a message to all of us, and answered some of the most common questions that are being asked. He absolutely addressed a number of the questions that I had, but I know that we all have more questions.

Again, one of the great benefits of belonging to a local chapter, is that we can share ideas and discuss the constant changes in our profession. With that said, I am going to start a discussion on our LinkedIn site this Friday, June 6<sup>th</sup>, and I would love for everyone to weigh-in. Also, any ideas or suggestions you might have on how we can all get more information and some of our questions answered – let us know and we can check-in with SHRM!



Don't miss our upcoming Chapter Meeting in two weeks on Wed., June 18<sup>th</sup> at Hidden Creek Country Club. Join us and our speaker, Lisa Scott, Director, Compliance & Communications, Independent Benefit Services. The topic is "Health Care Reform – Understanding Employer Shared Responsibility". Health Care Reform is a controversial topic, and Lisa is a subject matter expert!

All the details for our upcoming events & great information are on our website at [www.DullesSHRM.org](http://www.DullesSHRM.org).

Once again, we have fantastic volunteers on our Board of Directors for 2014. Thanks again for all you do to help educate and provide great professional information and services to our Membership!

We recently lost, in my opinion, one of the world's greatest poet, writer and speaker – Maya Angelou. She had what I considered to be a great quote about change:

***If you don't like something, change it. If you can't change it, change your attitude.***  
***Maya Angelou***

The times they are a-changin' – let's talk about it! What is next in our HR Professional evolution?

Mary ☺



# Upcoming Events

## About our Facilitator



**Brenda Harrington, ACC, CRP**  
**President, CEO of Adaptive**  
**Leadership Strategies, LLC**

As a Certified Executive Coach and Professional Development Consultant, she works with organizations to improve performance by working with top talent to better manage change and transition. She is the former Executive Vice President of a Washington, DC area management firm, where she was responsible for Human Resources, Accounting and Finance, Client Services and Consulting. Following the Company's acquisition by a national firm, Brenda led the post-merger integration team responsible for assimilating the competencies both organizations.

To view more information about Brenda, visit the Dulles SHRM website at <http://dullesshrm.org/discuss.asp>

## Dulles SHRM Chapter Discussion Group

**Thursday, June 5, 2014**

### **The Evolving Psychological Employment Contract**

The business and economic environments continue to evolve at a rapid pace. To remain relevant, companies are working to become more agile and position their organizations to adjust quickly and effectively to change. This often results in employees being required to make unprecedented adjustments to meet new demands and expectations. So how have these "expectations" impacted the understanding that exists between employers and their employees? Changes in the way employers and employees view their mutual obligations is resulting in the development of a new psychological contract in the workplace. Please join us as we explore the tenets of this modern agreement, the opportunities and perceived threats associated with sustaining a career in the 21st century.

Come prepared to discuss the following:

- Changing Employer/Employee Relationship
- Balancing Company and Individual Professional Priorities
- Strategic Career Management
- The Professional Tour of Duty
- Talent Networks
- The Role of Human Resources as a Strategic Business Partner

*Please join us to share your thoughts and ideas with the group. You are welcome to extend an invitation to interested colleagues. No fee is charged for attending. However, registration is required on-line, at least 24 hours in advance, via the Dulles SHRM web site ([www.dullesshrm.org](http://www.dullesshrm.org)) -- Chapter Discussion Groups. If you have questions, contact Beth Gilley at 703.444.2254 or [discussion@dullesshrm.org](mailto:discussion@dullesshrm.org) or [bagilley@lytleap.com](mailto:bagilley@lytleap.com).*

Participation June be limited to the first 25 people who sign up.

**Date:** Thursday, June 5, 2014

**Time:** 7:30 a.m. to 9:30 a.m.

**Place**

HireStrategy  
 1875 Explorer St #520, Reston, VA 20190  
 (703) 547-6700

## Upcoming Events

June Chapter Meeting, June 18, 2014

### Health Care Reform – Understanding Employer Shared Responsibilities

Health Care Reform's most controversial provision is taking effect in 2015 for employers that have averaged more than 50 full-time equivalent employees. The Employer Mandate (aka: Employer Shared Responsibility or 'Pay or Play') will bring new reporting and administrative requirements to employers. Employers will need to understand their financial and reporting responsibilities.

Learning objectives:

- Which employers must comply?
- What are some common employer strategies to help meet the requirements?
- What are the reporting requirements under The Employer Mandate?



**When: Wednesday, June 18, 2013**

5:15 – 6:00 pm Registration and Networking

6:00 – 7:00 pm Dinner and Announcements

7:00 – 8:00 pm Program

8:00 – 8:10 pm Door Prizes/ 50-50 Raffle/ Wrap-Up

**Where: Hidden Creek Country Club  
1711 Clubhouse Road, Reston, VA 20190**

*To register, visit the Dulles SHRM website at [www.dullesshrm.org](http://www.dullesshrm.org)*

This program has been approved for 1.0 recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program.



#### About Our Speakers



**Lisa Scott, CEBS  
Director, Compliance &  
Communications at  
Independent Benefit  
Services**

Lisa Scott is an experienced employee benefits professional and Certified Employee Benefit Specialist (CEBS) with over 15 years of experience encompassing insurer, employer, and consulting environments.

A results driven, licensed insurance professional, Lisa consults on the numerous health and welfare laws and regulations as they pertain to employer sponsored health and welfare plans. Although she has capabilities to provide the full suite of compliance services, her primary focus is PPACA, The Patient Protection and Affordable Care Act, and HIPAA, The Health Insurance Portability and Accountability Act.

Lisa assists colleagues and clients understand the evolving laws and regulations and how they impact employer decisions as they pertain to their health and welfare benefit plans. Lisa understands and communicates the new health care reform regulations

To view more information on Shira visit the Dulles SHRM website  
at <http://dullesshrm.org/monthly-meetings.asp>

## Upcoming Events



**TAKE THE NEXT STEP.**

BE A PART OF THE LARGEST HR PROFESSIONAL COMMUNITY AT THE SHRM ANNUAL CONFERENCE

JOIN US JUNE 22-25 2014 in ORLANDO

**REGISTER TODAY!**

The advertisement features a blue header with the text 'TAKE THE NEXT STEP.' and a row of stylized human figures. On the right, a woman is shown holding a sign that reads 'SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT'. Below this is a green section with the text 'BE A PART OF THE LARGEST HR PROFESSIONAL COMMUNITY AT THE SHRM ANNUAL CONFERENCE'. At the bottom, there is a white section with the text 'JOIN US JUNE 22-25 2014 in ORLANDO' and a blue button that says 'REGISTER TODAY!'.



**SHRM**  
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

**TRANSFORM YOUR HR CAREER AT THE ANNUAL CONFERENCE**

**DON'T WAIT. REGISTER TODAY!**

JUNE 22-25 / 2014 in ORLANDO

The advertisement features the SHRM logo on the left, followed by the text 'TRANSFORM YOUR HR CAREER AT THE ANNUAL CONFERENCE'. In the center, there is a row of six small portrait photos of speakers. On the right, there is a red button that says 'DON'T WAIT. REGISTER TODAY!' and the text 'JUNE 22-25 / 2014 in ORLANDO' below it.



Northern Virginia Mediation Service (NVMS) works with clients to assess and address challenges in the workplace to improve how companies handle change, communication, performance, leadership and conflicts. Our experts provide mediation, facilitation, coaching, training and consultation tailored to the needs of each client.

NVMS also offers an extensive range of skill-building trainings at our office in Fairfax, including facilitation and mediation trainings certified by HRCI for general recertification credits. NVMS is a nonprofit affiliate of George Mason University. The organization is a unique, local resource with 24 years of experience serving Northern Virginia businesses, government agencies, courts, schools, communities and families. Learn more by visiting [www.nvms.us](http://www.nvms.us) or calling (703) 865-7272.



Office of Continuing  
Professional Education



## Social Media Professional Certificate Program Online

George Mason University, in a unique association with Dalton Education, LLC is proud to offer an online Social Media Professional Certificate Program. This is a cutting edge program designed to teach the business applications of social media communications. Self-paced and online, this program is convenient, practical, and affordable with the flexibility to begin at a time that works best for you.

The Social Media Professional Certificate Program is designed for individuals with little experience with social media, or those who are looking to gain in-depth knowledge so they can control social media to build and extend brand awareness, better service current customers, and leverage social media for new customers. After completing this program, individuals will be prepared for roles such as Social Media Specialist, Digital Media Project Manager, or Online Community Manager.

<http://ocpe.gmu.edu/programs/online/social-media.php#desc>



## Get Involved



### SHRM Foundation 50-50 Raffle

Each month we raise funds for the SHRM Foundation with a 50-50 raffle. Tickets are \$1.00 each or 7 for \$5.00. The winner gets 50% of the total collected and 50% goes to the Foundation.

### We collected \$27 at the Networking Event for the SHRM Foundation

#### SHRM Foundation Vision

The SHRM Foundation is the globally recognized catalyst for shaping human resource thought leadership and research.

#### SHRM Foundation Mission

The SHRM Foundation advances global human capital knowledge and practice by providing thought leadership and educational support, and sponsoring, funding and driving the adoption of cutting-edge, actionable, evidence-based research.

The SHRM Foundation's work includes:

**Strategic thought leadership initiative.** The SHRM Foundation is conducting a multi-phase program to identify and analyze critical trends likely to impact the workplace in 5-10 years. More information.

**Innovative academic research grants.** The SHRM Foundation is a **leading funder** of HR research. Over the past three years, the SHRM Foundation has awarded more than \$1.8 million in grants to fund rigorous, original academic research with practical implications for HR management practice.

**Scholarships.** The SHRM Foundation awards \$170,000 annually in **education and certification scholarships** to professional and student SHRM members, and doctoral students.

**Educational resources.** The SHRM Foundation's **Effective Practice Guidelines** series makes research findings easily accessible to HR practitioners. The Foundation has also created a series of educational **DVDs** for SHRM chapter programming, staff trainings, and executive education sessions.

For more information and news about the SHRM Foundation visit their website at <http://www.shrm.org/about/foundation>



## Get Involved



### **Dulles SHRM continues to support the Embry Rucker Shelter.**

#### *About Embry Rucker*

The **Embry Rucker Community Shelter** (ERCS) is a 70-bed residential shelter that provides healthy, safe, emergency housing for families and single men and women. We are dedicated to helping our clients overcome the circumstances that led to their homelessness, and facilitate their transition to stable housing.

We are open 24 hours a day, 365 days a year and employ 20 full-time staff members. We also have several part-time staff and more than 400 volunteers dedicated to helping our clients get back on their feet.

*Reston Interfaith has a new name. Our mission stays the same.*







**New Members**

Rachel Brown  
Edith Kaller  
Erin Crutcher  
Kathryn Milian  
Vivian Roeder  
Amy Singh  
Tammy Toma  
Cynthia Williams

**Returning Members**

Angela Alvarado  
Carol Campbell  
Cornelia Gamlem  
Joanne Hardison  
Page Holland  
Shawnda Howard  
Mimi Mazarei  
Sue Ratcliff  
Jennifer Shannon  
Julie Stanely  
Marcia Stewart  
Susan Stinson  
William Wong

*We're glad you've made Dulles SHRM your Chapter of Choice*

## HR Career Opportunities

Looking for a new career opportunity?

Check out these HR positions now at the Dulles SHRM Career Center

<http://www.dullesshrm.org/career.asp>



### HR Generalist

Date Submitted: 5/20/2014

Location: McLean, VA

Company: MITRE

Company Website: [www.mitre.org](http://www.mitre.org)

Contact Person: Angie Morris

Contact Phone: 703-983-2794

Contact Email: [aam@mitre.org](mailto:aam@mitre.org)

Date Submitted: 5/7/2014

Location: Reston, VA

Company: Ace Info Solutions, Inc.

Company Website: [www.aceinfosolutions.com](http://www.aceinfosolutions.com)

Contact Person:

Contact Phone: 703-391-2800

Contact Email: [recruiter@aceinfosolutions.com](mailto:recruiter@aceinfosolutions.com)

### HR internship

Date Submitted: 5/7/2014

Location: Chantilly, VA

Company: Integrity Applications Incorporated (IAI)

Company Website: <http://www.integrity-apps.com/>

Contact Person: Joy Williams

Contact Phone: 703-674-3139

Contact Email:

### Director of Recruitment

Date Submitted: 5/2/2014

Location: Reston, VA

Company: Qbase, LLC

Company Website: [www.4qbase.com](http://www.4qbase.com)

Contact Person: William Siffel, PHR, Sr. Recruiter

Contact Phone: 937-521-4222

Contact Email: [wsiffel@4qbase.com](mailto:wsiffel@4qbase.com)



Mary Roome-Godbolt, PHR – President  
Cindy Snyder, SPHR - Media Director

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*Chapter affiliate of the Society of Human Resource Management  
Proud to serve as your Chapter of Choice Since 1987*

*Thank you to our members...*

*Over 300 Top Human Resource Professionals in the Dulles Corridor  
Learn more at [www.DullesSHRM.org](http://www.DullesSHRM.org)*

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**Christina M. O'Connell, CFP®, CRPS®**  
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